

TOWN OF DAVIE TOWN COUNCIL AGENDA REPORT

AGENDA DATE: July 05, 2006

TO: Mayor and Council Members

FROM/PHONE: Mark Alan, Director of Human Resources Management (954) 797-1169

PREPARED BY: Mark Alan

SUBJECT: Resolution authorizing a salary adjustment to the Deputy Fire Chief's compensation

AFFECTED DISTRICT: Not Applicable

TITLE OF AGENDA ITEM:

A RESOLUTION OF THE TOWN OF DAVIE, FLORIDA, AUTHORIZING A SALARY ADJUSTMENT TO THE DEPUTY FIRE CHIEF'S COMPENSATION; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

REPORT IN BRIEF:

The subject item has been agendaized under the consent agenda. This resolution authorizes an adjustment to the Deputy Fire Chief's salary in order to compensate the Deputy Fire Chief as agreed at the time of the incumbent's hire. Prior to the hire of the incumbent and during compensation negotiations, the negotiated total compensation package included membership in the management pension plan.

Subsequent to the incumbent's hire, representatives of the Davie Fire Pension Board informed the Town that only the Fire Chief could be excluded from membership in the Fire Pension Plan. Consequently, the Deputy Fire Chief must be entered in the Fire Pension Plan. The Fire Pension Plan requires an employee contribution of 7% of salary; whereas, the management pension plan does not include an employee contribution. Therefore, in order to offset the difference between the value of the incumbent's negotiated total compensation package (with no employee contribution to the management pension plan) and the value of the total compensation package which includes a 7% employee Fire Pension Plan contribution, the incumbent's salary must be increased by 7.527%. The reason the salary adjustment must be 7.527% rather than 7% can be illustrated by the following expressions:
 $7\% \text{ of } 107.527 = 7.527$, and $107.527 - 7.527 = 100$. Should the Fire Pension Plan employee contribution be amended, the incumbent's salary percentage increase will be adjusted accordingly.

PREVIOUS ACTIONS: Not Applicable

CONCURRENCES: Not Applicable

FISCAL IMPACT:

Has request been budgeted? Yes

Account Name: Employee Salary and Benefits Accounts

RECOMMENDATIONS: Staff recommends approval of the Resolution.

Attachment(s): Resolution

RESOLUTION NO. _____

A RESOLUTION OF THE TOWN OF DAVIE, FLORIDA, AUTHORIZING A SALARY ADJUSTMENT TO THE DEPUTY FIRE CHIEF'S COMPENSATION; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, prior to the hire of the incumbent Deputy Fire Chief a total compensation package which included a management pension with no employee contribution was negotiated with the incumbent and agreed upon; and

WHEREAS, only the Fire Chief may be excluded from membership in the Fire Pension Plan; and

WHEREAS, the incumbent Deputy Fire Chief must be a member of the Fire Pension Plan which requires an employee contribution of 7% of salary; and

WHEREAS, in order to offset the difference between the value of the incumbent's negotiated total compensation package and the total compensation package which includes the Fire Pension Plan, the incumbent's salary must be increased by 7.527% effective on the date of the incumbent's effective entry into the Fire Pension Plan.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF DAVIE, FLORIDA:

SECTION 1. The Town Council of the Town of Davie does hereby authorize a salary adjustment to the incumbent Deputy Fire Chief's compensation by increasing the incumbent's salary by 7.527% effective on the date of the incumbent's effective entry into the Fire Pension Plan; and should the Fire Pension Plan employee contribution be amended, the incumbent's salary percentage increase will be adjusted accordingly.

SECTION 2. If any section, subsection, sentence, clause, phrase, or portion of this Resolution is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect the validity of the remaining portion of the Resolution.

SECTION 3. This resolution shall take effect immediately upon its passage and adoption.

PASSED AND ADOPTED THIS ____ DAY OF _____, 2006

MAYOR/COUNCILMEMBER

ATTEST:

TOWN CLERK

APPROVED THIS _____ DAY OF _____, 2006

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